

**Conning & Manipulation of Staff Predators**

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**Psychopaths & Clinical Ratings**

**PCL 20+**

**“Good progress” by clinicians**

**(Seto & Barbaree, 1999)**

**Psychopaths & Clinical Ratings**

**5 times more reoffending  
than those with “poor” or “no progress”**

**(Seto & Barbaree, 1999)**

**Risk Assessment  
Impact of Working with Offenders**

**N = 200 young offenders of all types**

**Sentence = 2 years**

**Data:**

**Presentence**

**Current offense**

**Previous convictions**

**One meeting**

**(Williams, unpublished)**

**Risk Assessment  
Impact of Working with Offenders**

**Data:**

**Original information**

**Experience of working with offenders for previous years**

**(Williams, unpublished)**

**Risk Assessment  
Impact of Working with Offenders**

**Outcome**

**1st Evaluation**

**Moderate correlation with recidivism**

**2nd Evaluation**

**No outcome with recidivism**

**(Williams, unpublished)**

**Insanity Acquittes**

	<b>Malingers</b>	<b>Psychotic</b>
<b>Sexual With/ Married Staff</b>	<b>39%</b>	<b>0%</b>

**(Gacono et al., 1995)**

**Insanity Acquittes**

	<b>Psychotic</b>	<b>Malingers</b>
<b>PCL-R Total</b>	<b>19</b>	<b>35</b>









**(Gacono et al., 1995)**

**Insanity Acquittes**

	<b>Malingers</b>	<b>Non</b>
<b>Murder/Attempted</b>	<b>39%</b>	<b>17%</b>
<b>Rape</b>	<b>28%</b>	<b>6%<sub>s</sub></b>
<b>Rape/Murder</b>	<b>11%</b>	<b>0%</b>

**(Gacono et al., 1995)**

### Process



-  Getting Information
-  Target Selection
-  Developing a Familiar Relationship
-  Indebtedness
-  Splitting Staff
-  Crossing the Line
-  The Demand & the Lever
-  Hooked

### Starts on Day 1

“Put yourself in that position. You’re new here. Someone would see you, how you carry yourself. ‘How are you, Officer Salter.’ Seeing if you keep eye contact. What were you doing before you were here?”

### Gathering Information

#### Verbal

-  What Staff Say to Them
-  What Staff Say to Others

#### What Staff Say to Inmates

“Find out something personal you’re not supposed to know. What’s her birthday? What kind of car? I’m having a conversation with her but I’m collecting information from her that may be useful to me at a later time.”

#### What Staff Say to Inmates

“They’re being real friendly. . . She probably just thinks I’m being friendly but I’m sizing her up. . . We’re fattening them up for the kill.”

### What Staff Say to Inmates

"I can pretty much tell you which of the guards are drinking every night. Which ones are smoking dope. . . People are who they are. They may put on some armor when they come through the door but they can't not be who they are."

### What Staff Say To Inmates

"With men, it's usually our age or younger. They talk too much. They tell us entirely too much information. They tell us what kind of bars they drink in."

### Fishing

"Hey, Judy, me and your daughter. Two years from now. Me and her."

Q. "What's that all about?"

"Fishing. He wants to know if I have a daughter."

### What Staff Say to Other Staff

"You learn a lot more about people by listening to them talk to others than by what they say to you. If you hear them talking to each other."

### What Staff Say To Other Staff

"Other inmates -- you'd be amazed -- the inmate grapevine is huge."

### Gathering Information

#### Nonverbal

#### Nonverbal

"You can basically tell who's weak, who's going to make it in a penitentiary by the first few weeks they're here. If they're not afraid of being off by themselves, they're going to be OK. If they're always hanging around someone, can't be by themselves, they're weak."

**Nonverbal**

**“If guys see that, they’ll go. .. They say, ‘I’m going to say something. She better not say something. She’s scared.”**

**Fear**

**“In this system they’re not really afraid. They don’t understand that they only go home because we let them. Because we chose to let them go home. That any time we wanted to we could hurt one of them real bad.”**

**Nonverbal**

**“She’s action.**

**She’s action.**

**She’s action.”**

**Nonverbal**

**“Some of them, they almost act like they’re not in prison. You know, loose, comfortable, like they doesn’t know it’s a prison.”**

**Nonverbal**

**“Then we say,**

**‘She can be worked with.**

**She can be worked with.’ And the word will go down the line.”**

**Victim Selection**

**Victim Selection**

**“The vulnerability -- you can’t just approach anyone. Because not everybody is going to fall for it. Not everybody is going to buy into what you have to say.”**

**Victim Selection**

**Assessing Vulnerability**

**Immediate**

**Change in Circumstances**

**Victim Selection**

**Overly friendly**

**Overly harsh**




**Too Hard; Too Soft**

**“I’ve seen female staff with reputations for being a hard ass. Turned out she was one of the easiest to get to once you know.”**

**Too Hard; Too Soft**

**“Sometimes she’s stern and shitty and you just know.”**

**What Makes People Vulnerable?**

-  **Needing Attention or Praise**
-  **Feeling Unappreciated**
-  **Feeling Unattractive**

**Vulnerability**

**“With females, they prey on women who don’t normally get the kind of attention that they’re not exposed to outside the institution. When she comes in, they treat her like a queen. They don’t joke about her weight. They don’t make her feel stupid.”**

### **Vulnerability**

**“There’s a perfect one right here. Boyfriend/girlfriend where she has come in with black eyes and he has been known to hit her on state property. . . If going to him every night is a frightening experience and coming in to work every day and talking to me is a pleasant experience . . . that’s my in.”**

### **Vulnerability**

**“Eventually something will let you know that he or she smokes weed. You start noticing them more. You start observing their actions. If you’re a drug user you tend to know the demeanor of a drug user, how they carry themselves.”**

### **What Makes People Vulnerable?**

**Belief in Reciprocity**

**Capacity for Empathy**

**Wanting to Help**

### **Empathy**

**“You try to let them know. I’m a good person. I only do bad things.”**

### **Deception**

**“I’d create a fictional person and create what they want to hear. . . It gets tiring to make up lies all the time and keep them straight.”**

### **Vulnerability**

**“Some officers try to be so friendly and so hip. We’re the kind of guys they read about on the news. We’re the tough guys. Some of them come from these small communities. They try to be so nice. They call us by our first names.”**

### Using Vulnerability

**“When they joke and laugh with you, you see how far she’ll go. You kind of press the issue and see how far you can go.”**

### Using Vulnerability

**“If I see someone who I feel is vulnerable I’m going to throw something out there. If I catch them, I’m going to run with it. If she’s lonely or whatever, I’m going to try to capitalize on that. I’m going to use it to my advantage. Hopefully, she’s not going to write me up.”**

### Using Vulnerability

**“If it doesn’t result in a physical relationship, it may result in a TV, a pair of shoes, tapes, get something from them. It’s a con.”**

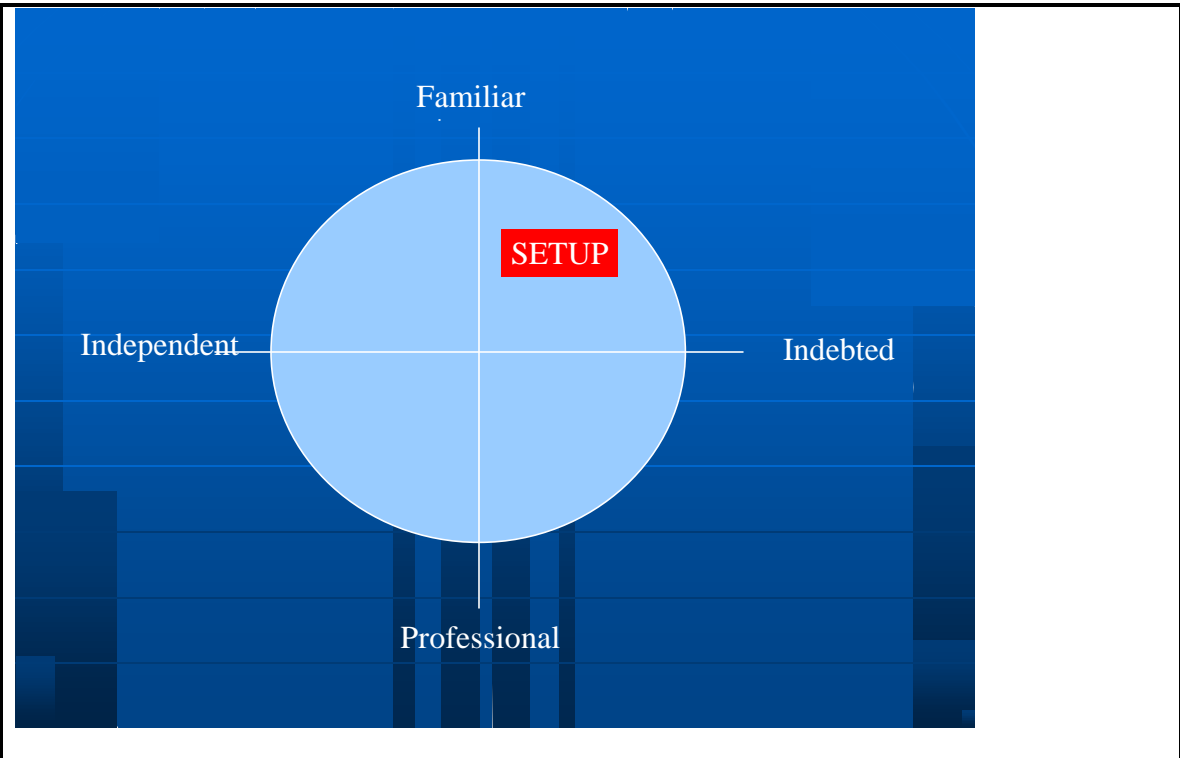
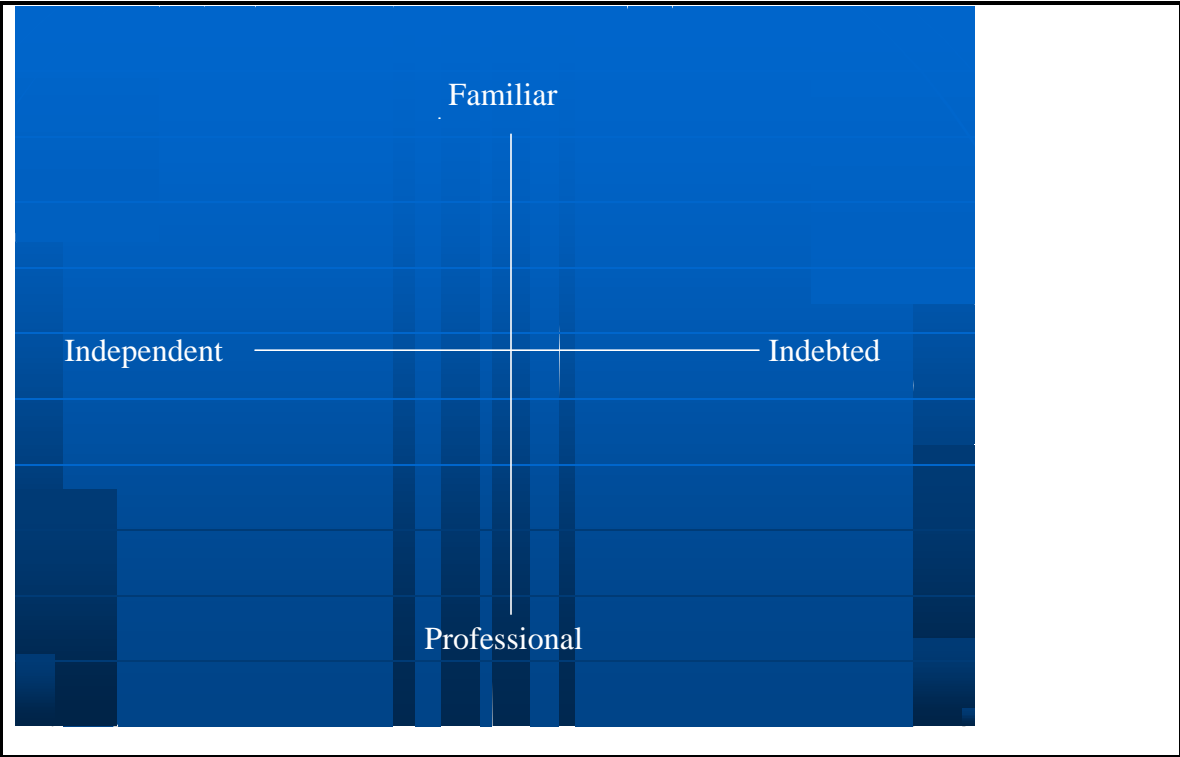
### Using Vulnerability

**“He can still get something. Why not spend \$.33?”**

**“What I’m saying is we’re all psychologists. We may not have the cures but we can detect the phobias and the psychoses.”**

### Assessing Vulnerability

**“If there’s no way I can manipulate you or it’s going to be too time consuming, I’ll move on.”**





### Reciprocity

Give before you take.

### Reciprocity

Disabled American Veterans




	Response
 No gummed labels	18%
 Gummed address labels	35%

(Cialdini, 2001)

### Reciprocity

“None of my victims did I ever care about. I have a way of showing them, of giving them a little care, showing them that I put a lot of trust in them – which I never do – and it’s pretty much a question of their returning it.”

### Indebtedness

-  Small favors
-  Protection
-  Ego enhancement

### Offers of Protection

“Offer to put you up on how things are run around the penitentiary. What inmates you should stay away from.”

**Offers of Protection**

**“You’re new. You’re in segregation. You don’t know these guys from a can of paint. These guys are yelling all kinds of things. Your heart is raising. ‘Don’t mind those guys. They’re just restless.’”**

**Ego Enhancement**

**Ego Enhancement**

**“You’re not like the rest.”**

**“You’re the only one who can help.”**

**Ego Enhancement**

**“If you can make a person feel good about themselves, most people will respond in kind. They will do things for you that are a little over the line, sometimes way over the line.”**

**Ego Enhancement**

**“We all make them feel like he’s cool. He’s one of the gang.”**

**Ego Enhancement**

**“The main thing is to stroke their ego. They’re all cool. ‘I wish I could be more like you.’”**

**Ego Enhancement**

**“You can get almost anything you want if you let him think he’s in control. ‘You’re a white shirt. You can do whatever you want.’ Just make them feel powerful. First, get them to break little rules.”**

**Getting Familiar with Staff**

**Familiarity**




**“If they’ll talk about things outside the prison, they’ll get personal.”**

**Familiarity**

**“Move the conversation over to sex and drugs.”**

**Splitting Staff**

**Splitting and Isolating Staff**

-  **Rumor mill**
-  **Exploiting staff differences**
-  **Us versus them**

**Splitting Staff**




**“This job don’t pay jack.”**

**Splitting Staff**




**“He might have an officer he don’t like working with. ‘That dude he’s an asshole. Officer \_\_\_ he’s an asshole.”**

**SETUP**

**Sex**

-  **General sexual comments/jokes**
-  **“They said . . I defended you.”**
-  **“You look nice today.”**

**Touching**

-  **Accidental**
-  **Deliberate nonsexual**
-  **Deliberate sexual**

**Putting It Together**

**“It’s like a spider spinning a web.”**

**Crossing the Line**

**Crossing the Line**

**“You try to get them to cross that line. You have to work with them quite a while. Sometimes it takes several months.”**

**Crossing the Line**

**Food**

**Cigarettes**

**Crossing the Line**

**“Got a bag from MacDonald’s. ‘Hey man. Give me some food.’ He’s crossed the boundary right now.”**

**Crossing the Line**

**“One day I asked her if I could write her a letter.**

**She said, ‘I’ll get in trouble for it.’**

**I said, ‘Nobody would know.’”**

**Crossing the Line**

**“So I wrote her a letter. I told her I liked her a lot and I thought she looked good. Nothing really sexual. ‘Don’t let these people around you spoil you.’ I tried to make her think all these people were racist. ‘Don’t let them make you into a robot guard. Don’t let them turn you.’”**

**Crossing the Line**

**“When she took the note, I had her. It’s over. Really, she’s in my control. I can basically do whatever I want. There’s nothing you can do.”**

**The Demand**

**The Lever**

**The Demand**

**“Bring me some weed. You’ve told me you get high. Let me see what you’ve got going out there.”**

**The Demand**

**“Bring me some weed or don’t bring your ass back to work.”**

**The Lever**

**Information:**

**“I know this, this and this. Otherwise, how would I know that?”**

**The Lever**

**“I know all kinds of personal business about her. Her father sexually abused her and all that.”**

### The Lever

**“Don’t start anything with me you can’t finish. You’re in a position to lose your livelihood and I’m not. You’ve crossed the line. You’re going to lose your livelihood.”**

### Response to Lever

**“Sometimes you gamble and you lose.”**

### Hooked

**“They have their hooks in you and as long as you don’t want to lose your job, you don’t want to go to jail for supplying drugs, as long as you don’t want the shame, you’re going to do what you’re asked, actually, told. You’re not asked anything.”**

**“I enjoyed it so much I abused it. It got to the point every day I wanted something. I felt free in a way.”**

**“After a while I started to make up stories. . . That my girlfriend had gotten in a car accident. . . Then I started crying. The supplements I was on made my kind of moody so I could bring out any kind of emotion. I said she was in a coma for a while. I was on a pity, make them feel sorry for me. There wasn’t really any need for it. I just did it. I was so confident in everything that was going on.”**

### Callousness

### Callousness

**“Sometimes I see easy prey. Fuck her. She don’t know me. I’m not looking for no love. I want some money. If she’ll bring in some drugs, cool. If she’ll have sex, better.”**

### Callousness

**“In the back of my mind, she’s a guard. She means nothing to me. I need to get everything I can from them as soon as I can before we get caught.”**

**Callousness**

“They’re all enemies to me. I don’t care for her. But I have to give her something that she could lock you up and she doesn’t do it. You got to take a risk. You got to gamble. If you don’t gamble you can’t win.”

**Callousness**

“Love? The word gets used but I’ve explained enough to her that, it’s kind of a goofy explanation but as far as what you would consider totally in love, no I’m not.”

**Callousness**

Q. “Does she care about you?”

A. “She does. She does. She does. She thought she could control me bringing me things. But I own her. ‘I have information about you. I’m going to use it if you ever try to have control over me. She used to have control over me. Now I have control over her.”

**Callousness**

“How do you feel about her?”

“She’s a slut. She’s a tramp.”

**Callousness**

“If we’re caught, your usefulness to me ceases.”

**Callousness**

“I did something I wasn’t supposed to. Obviously I was heavy into it. I just went off one day.”

**Callousness**

“I didn’t have to take the role in life that I took. I could have gone in a whole different direction. Still, if I hadn’t gone through all that stuff, I wouldn’t be the person I am.”

### Callousness

“Someone like me doesn’t care who the victim is. As long as there is a victim.”

### The High

“What helps me so much is I have something about me I can really attract people to me. . The person gets to really care and trust me. The problem I always had is where the excitement would come in. I would get them to trust me and I would set them up for the fall. It’s almost like a power that you have. It’s like a rush that you get from it.”

### The High

“It’s like a rush. I really don’t know how to explain it. I’ve never been into drugs real strong. From just what I have seen it’s like somebody who’s addicted to heroin or cocaine. An incredible feeling. Strongest at the end when I know I’m going to let them down in some way.”

### The High

“The best part I just basically told them you are so fucking stupid. You know I am a sex offender. I have child victims. You are stupid enough. You and your wife both. You are fucking morons. Everything that’s happened to you – you deserve.”

### The High

“Getting the person to trust me first. Then I knew I could do whatever I wanted. I wanted to see the pain I could cause them, the bringing them down. It was the ultimate rush.”

### Callousness

“I’ve never been physical. . . Kind of what I felt is when you hurt someone physically, that goes away. When you hurt someone emotionally, that never goes away. That was the thrill.”

### Grandiosity

“I’ve been fighting police all my life. I think like a criminal. They’re slow.”

### Grandiosity/Ego Enhancement

"They're going to hang themselves. They think they know what they're doing. We've been playing this game a lot longer than they have. We have years and years of experience and they don't."

### Status

"Guys who get together with female staff are considered heroes in institutions. Not only are they getting what they want, they are getting the enemy to switch sides."

### Status

"There's almost a clique with guys like me. Those who have been involved with female staff are like a clique. I talk with one here, a couple in Waupan."

### Response of Other Inmates

### Denial to Other Offenders

"Other guys will ask me, 'What are you two talking about?'

'Go on with that shit. Ain't shit happening.'"

### Admission to Other Offenders

"Others will say, 'That bitch a freak.'"

Q. "Then what?"

A. "Then somebody else will come after her."

### Response to Getting Caught

"I said, 'if I ever got caught because of you, you're coming with me.' I'd say, 'I got too much information. I own you. I know your address. I know where you live. I know too much about you. Don't try to fuck me. I own you.'"

**Ongoing?**

**“I won’t lie. There are several here who are cute I’ve talked to before and I talk to now.”**

**Ego Enhancement for Dr. Salter**

**“I checked up on you. She said you were a really nice person and you’re very professional.”**

**Getting Information from Dr. Salter**

**“So, why do you make educational films?”**